

Message Text

LIMITED OFFICIAL USE

PAGE 01 STATE 203795
ORIGIN ARA-14

INFO OCT-01 ISO-00 SPTA-02 L-03 INR-10 SS-15 SP-02
/047 R

DRAFTED BY ARA/PAN:CFILIPOVITCH
APPROVED BY S/PTA:DHPOPPER
ARA/PAN - MR. WYROUGH
-----056935 112052Z /73
P 112024Z AUG 78
FM SECSTATE WASHDC
TO AMEMBASSY PANAMA PRIORITY

LIMITED OFFICIAL USE STATE 203795

STADIS//////////

E.O. 11652:N/A

TAGS: PBOR/PN

SUBJECT: COLLECTIVE BARGAINING

1. FROM CONSULTATIONS HERE IN THE LAST FEW DAYS WE
LEARN THAT THE AFL-CIO LAST WEEK PRESENTED A PRO-
POSAL FOR COLLECTIVE BARGAINING TO SECRETARY ALEXANDER.

2. THIS PROPOSAL IS IN RESPONSE TO THE FIVE OPTIONAL
SYSTEMS PROPOSED BY PANCANAL AND SOUTHCOM IN MAY,
1978. THE MAJOR ISSUES ADDRESSED BY THE FIVE OPTIONS
WERE WHETHER THERE SHOULD BE SEPARATE SYSTEMS FOR:
(A) U.S. AND NON-U.S. CITIZEN EMPLOYEES AND (B) DOD
AND COMMISSION EMPLOYEES. AT THAT TIME, THE UNIONS
REJECTED ALL FIVE OPTIONS AND AGREED TO DRAFT AN
ALTERNATIVE.

LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 STATE 203795

3. THE AFL-CIO PROPOSAL REPRESENTS A COMPROMISE AMONG
VARIOUS CANAL ZONE LOCALS, AND AS SUCH, IS EXTREMELY
BROAD IN SCOPE. KEY FEATURES INCLUDE: (A) A JOINT
SYSTEM FOR DOD AND COMMISSION EMPLOYEES, (B) RETENTION
OF ALL 128 EXISTING UNITS OF RECOGNITION (THUS,
SIDE-STEPPING SEPARATION BY NATIONALITY), AND (C)

FULL-SCALE BARGAINING (INCLUDING RIGHT TO STRIKE AND RIGHT TO BARGAIN WAGES).

4. FRANK POLLERA, SPECIAL REPRESENTATIVE FOR GEORGE MEANY, COORDINATED THE DRAFTING OF THE AFL-CIO PROPOSAL. FROM EVERYTHING WE HAVE HEARD, THE DEBATE WITHIN THE AFL-CIO HAS BEEN HEATED. THE FORM OF COLLECTIVE BARGAINING, SPECIFICALLY THE DEFINITION OF BARGAINING UNITS, WILL IMPACT ON THE MEMBERSHIP, AND IN SOME CASES, THE EVENTUAL EXISTENCE, OF ALL LOCAL UNIONS -- ALTHOUGH, FOR THE MOMENT, THE AFL-CIO PROPOSAL FENDS THIS OFF BY RETAINING ALL 128 BARGAINING UNITS. AFL-CIO HAS ATTEMPTED TO MINIMIZE THE IMPACT ON INDIVIDUAL CANAL ZONE LOCALS, BUT THE COMPROMISE IS SO TENUOUS THAT IF ANY ONE PROVISION IS DROPPED FROM THE DRAFT, THE CONSENSUS COULD BREAK DOWN.

5. EARLY INDICATIONS ARE THAT THE PROPOSAL WILL NOT BE ACCEPTABLE TO MANAGEMENT. PANCANAL AND SOUTHCOM ARE REVIEWING THE DRAFT AND EXPECT TO MEET WITH THE NATIONAL AFL-CIO IN SEPTEMBER. AT THIS TIME, THERE ARE NO SPECIFIC PLANS FOR FURTHER MEETINGS WITH LOCAL CANAL ZONE UNIONS.

6. AS YOU KNOW, WE WERE CONCERNED THAT THE ORIGINAL MANAGEMENT PROPOSAL WAS COUCHED IN TERMS THAT, IN EFFECT, LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 STATE 203795

MADE IT A PANAMA CANAL COMMISSION MATTER AND, HENCE, A MATTER INVOLVING PLANNING FOR TREATY IMPLEMENTATION. IN THIS CONTEXT, WE CONTINUE TO ANTICIPATE THAT THE GOP WILL EXPRESS ITSELF AT SOME POINT. HOWEVER, THE DEPARTMENT'S POSITION REMAINS THAT THIS IS AN ISSUE THAT SHOULD BE NEGOTIATED AT LEAST INITIALLY BETWEEN MANAGEMENT AND LABOR. FOR THE MOMENT WE ARE MONITORING DEVELOPMENTS HERE AND REVIEWING RECENT PANAMANIAN STATEMENTS (E.G. FABREGA, ESCOBAR, AHUMADA) THAT SUGGEST A CONTINUING AWARENESS OF THE ISSUE. WE ARE PARTICULARLY INTERESTED IN ANY INDICATIONS OF GOP INTENT TO INVOLVE ITSELF IN THIS MATTER. WE WILL CONTINUE TO INFORM EMBASSY OF DEVELOPMENTS HERE. VANCE

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: Z
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: COLLECTIVE BARGAINING
Control Number: n/a
Copy: SINGLE
Draft Date: 11 aug 1978
Decaption Date: 20 Mar 2014
Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978STATE203795
Document Source: CORE
Document Unique ID: 00
Drafter: CFILIPOVITCH
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D780329-0492
Format: TEL
From: STATE
Handling Restrictions:
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t19780872/aaaacile.tel
Line Count: 107
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: 16da8264-c288-dd11-92da-001cc4696bcc
Office: ORIGIN ARA
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: STADIS
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: STADIS
Reference: n/a
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 05 may 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: N/A
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 1764660
Secure: OPEN
Status: NATIVE
Subject: COLLECTIVE BARGAINING
TAGS: PBOR, PN
To: PANAMA
Type: TE
vdkgvwkey: odb://SAS/SAS.dbo.SAS_Docs/16da8264-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014